



93RD GENERAL ASSEMBLY

State of Illinois

2003 and 2004

Introduced 2/6/2004, by Don Harmon

SYNOPSIS AS INTRODUCED:

775 ILCS 5/7-101

from Ch. 68, par. 7-101

Amends the Illinois Human Rights Act. Makes a stylistic change in provisions concerning the powers and duties of the Department of Human Rights.

LRB093 20464 WGH 46252 b

1 AN ACT concerning human rights.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Illinois Human Rights Act is amended by
5 changing Section 7-101 as follows:

6 (775 ILCS 5/7-101) (from Ch. 68, par. 7-101)

7 Sec. 7-101. Powers and Duties. In addition to other powers
8 and duties prescribed in this Act, the Department has ~~shall~~
9 ~~have~~ the following powers:

10 (A) Rules and Regulations. To adopt, promulgate, amend, and
11 rescind rules and regulations not inconsistent with the
12 provisions of this Act pursuant to the Illinois Administrative
13 Procedure Act.

14 (B) Charges. To issue, receive, investigate, conciliate,
15 settle, and dismiss charges filed in conformity with this Act.

16 (C) Compulsory Process. To request subpoenas as it deems
17 necessary for its investigations.

18 (D) Complaints. To file complaints with the Commission in
19 conformity with this Act.

20 (E) Judicial Enforcement. To seek temporary relief and to
21 enforce orders of the Commission in conformity with this Act.

22 (F) Equal Employment Opportunities. To take such action as
23 may be authorized to provide for equal employment opportunities
24 and affirmative action.

25 (G) Recruitment; Research; Public Communication; Advisory
26 Councils. To engage in such recruitment, research and public
27 communication and create such advisory councils as may be
28 authorized to effectuate the purposes of this Act.

29 (H) Coordination with Federal and Local Agencies. To
30 coordinate its activities with federal and local agencies in
31 conformity with this Act.

32 (I) Public Grants; Private Gifts. To accept public grants

1 and private gifts as may be authorized.

2 (J) Education and Training. To implement a formal and
3 unbiased program of education and training for all employees
4 assigned to investigate and conciliate charges under Articles
5 7A and 7B. The training program shall include the following:

6 (1) substantive and procedural aspects of the
7 investigation and conciliation positions;

8 (2) current issues in human rights law and practice;

9 (3) lectures by specialists in substantive areas
10 related to human rights matters;

11 (4) orientation to each operational unit of the
12 Department and Commission;

13 (5) observation of experienced Department
14 investigators and attorneys conducting conciliation
15 conferences, combined with the opportunity to discuss
16 evidence presented and rulings made;

17 (6) the use of hypothetical cases requiring the
18 Department investigator and conciliation conference
19 attorney to issue judgments as a means to evaluating
20 knowledge and writing ability;

21 (7) writing skills;

22 (8) computer skills, including but not limited to word
23 processing and document management.

24 A formal, unbiased and ongoing professional development
25 program including, but not limited to, the above-noted areas
26 shall be implemented to keep Department investigators and
27 attorneys informed of recent developments and issues and to
28 assist them in maintaining and enhancing their professional
29 competence.

30 (Source: P.A. 91-357, eff. 7-29-99.)